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Message Text

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44
ACTION AF-07

INFO OCT-01 ISO-00 EB-07 SSO-00 NSCE-00 INRE-00 SP-02

AID-05 NSC-05 RSC-01 CIEP-01 TRSE-00 SS-15 STR-01

OMB-01 CEA-01 CIAE-00 COME-00 FRB-01 INR-05 NSAE-00

XMB-02 OPIC-03 LAB-04 SIL-01 L-02 H-01 INT-05 GSA-01

USIE-00 PA-01 PRS-01 /074 W
---------- 000447
O 091232Z DEC 74
FM AMEMBASSY ACCRA
TO SECSTATE WASHDC IMMEDIATE 5759

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E.O. 11652: N/A
TAGS: EMIN BGEN PFOR ELAB GH
SUBJ: UNION CARBIDE NEGOTIATIONS WITH GOG

REF: A) STATE 269211 B) ACCRA 6825

1. "GENERAL LABOR UNREST" MENTIONED REFTEL B IS EMPLOYERS' TERM FOR UNACCUSTOMED PRESSURE BEING EXERTED BY UNIONS THROUGHOUT GHANA TO RENEGOTIATE WAGES TO EXTEND CIVIL SERVICE MINIMUM DAILY WAGE OF CEDIS 2.00 TO PRIVATE SECTOR OR TO MAINTAIN FAVORABLE DIFFERENTIAL ENJOYED BY PRIVATE WORKERS OVER PREVIOUS CIVIL SERVICE WAGE SCALE. WAGE SETTLEMENTS SO FAR RDIXRTED INDICATE GENERAL UNION SUCCESS, TO NATURAL DISCOMFORT OF EMPLOYERS. IN CONNECTION THIS UNION DRIVE, NUMBER OF WORK STOPPAGES AND INCIDENTS OF LOCAL WORKSITE DEMONSTRATIONS HAS INCREASED THIS YEAR OVER LAST. ALMOST ALL SUCH INCIDENTS REFLECT RANK-AND-FILE OR LOCAL UNION BRANCH IMPATIENCE WITH SLOW PROGRESS OF LOCAL NEGOTIATIONS OR DELAYS IN IMPLEMENTING AGREED WAGES SCALES OR BONUSES.

2. INTERNAL GOG ANALYSIS OF SOME TWENTY-EIGHT WORK STOPPAGES OR
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STRIKE-LIKE INCIDENTS JANUARY-OCTOBER, 1974, AVAILABLE TO EMBASSY,

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CORRECTLY ASCRIBES CAUSE OF ALMOST ALL INCIDENTS TO ABOVE ISSUES AND ALSO REFLECTS FACT THAT STOPPAGES HAVE BEEN BRIEF AND ALMOST ALL RESOLVED BY INTERVENTION OF GHANA CENTRAL TUC, NATIONAL UNFBN SECRETARIES, VARIOUS GOG REGIONAL AND MINISTERIAL COMMISSIONERS, OR POLICE AT LOCAL OR REGIONAL LEVEL. HALF-DOZEN OR SO INCIDENTS IN NOVEMBER FOLLOW SAME PATTERN.

3. GOG RESPONSE SO FAR (ASIDE FROM EXHORTATIONS IN PRESS FOR WORKERS TO AVOID UNREALISTIC DEMANDS AND REMEMBER NATIONAL DEVELOPMENT OBLIGATIONS) HAS BEEN TO URGE AFFECTED PUBLIC CORPORATIONS AND PRIVATE EMPLOYERS TO STEP UP LACKADAISICAL PACE OF NEGOTIATIONS, IMPROVE ADMINISTRATION OF IMPLEMENTING AGREED RAISES, AND ABOVE ALL TO PAY USUAL YEAR-END BONUSES ON TIME THIS MONTH FOR A CHANGE TO AVOID FURTHER NEEDLESS IRRITATION OF WORKERS.

4. REPORTS ARE CIRCULATING OF SOME GOG IRRITATION WITH GTUC SECRETARY-GENERAL HAS MAINTAINED FAIRLY FIRM LINE DIRECTLY WITH NRC CHAIRMAN ACHEAMPONG THAT SOLUTION OF PROBLEM LIES WITH EMPLOYERS, WHO NEED ONLY NEGOTIATE SERIOUSLY AND EXPEDITIOUSLY WITH RESPONSIBLE LOCAL AND NATIONAL UNION BARGAINING TEAMS RATHER THAN INFLAME RANK-AND-FILE WITH NEEDLESS PROCRASTINATION AND INEFFICIENCY. IN MEANTIME, GTUC, CAUGHT AS USUAL BETWEEN GOVERNMENT AND OWN MEMBERS, IS ATTEMPTING DAMPEN LOCAL FLAMES AS THEY ARISE AND IS ACTIVELY INTERVENING WHEN DISPUTES OCCUR. GTUC INTERVANTION, OF COURSE, ONLY FURTHER REINFORCES TENDENCY OF LOCAL AND NATIONAL UNION OFFICERS IN SOME INSTANCES NOT TO TAKE STRONG LINE WITH OWN RANK-AND-FILE SINCE GTUC WILL TAKE ONUS OF CALMING THEIR "MILITANCE".

5. POSSIBILITY ALWAYS EXISTS THAT MILITARY GOVERNMENT INEXPERIENC-ED IN FACTS OF INDUSTRIAL LIFE WILL OVER-REACT TO TEACH UNRULY WORKERS A LESSON, BUT SO FAR IN EMBASSY'S VIEW "LABOR UNREST" IN GHANA IS A TEMPEST IN A TEAPOT.

6. ATTEMPTING ASCERTAIN FACTS OF APPIAH ACTIVITIES REQUESTED REFTEL B; WILL REPORT SEPTEL.
BLACK

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